

Explore Your Interests-Assess Yourself

A great way to explore careers is to take an assessment. Assessments are tools to help you discover important things about yourself. Assessments can be based on a variety of things, like your skills, interests or values. What's the best thing about assessments? There are no wrong answers!

Assessments help you think about the types of careers that fit you by providing a broad sense of your career options. If an assessment gives you results that seem really unlikely, don't panic! It got you thinking about what you'd like to do, didn't it?

This assessment is based on the Holland Code. Once completed, you will have an interest profile to match to different career areas.

Step 1

Complete the assessment on the opposite page, following the instructions.

Step 2

What follows are descriptions for each interest code. Read the descriptions for the codes in your interest profile.

Realistic: Doers - People who have athletic or mechanical ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors. They like to work with their hands. They are often practical and good at solving problems.

Investigative: Thinkers - People who like to observe, learn, investigate, analyze, evaluate or solve problems. They often like to work independently, tend to be good at math and science and enjoy analyzing data.

Artistic: Creators - People whose abilities are artistic, innovative or intuitive. They like to work in unstructured situations where they can use their imagination and creativity. They enjoy performing (theater or music) and visual arts.

Social: Helpers - People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words. They enjoy training, instructing, counseling or curing others. They are often good public speakers with helpful, empathetic personalities.

Enterprising: Pursuers - People who like to work with people, influencing, persuading, performing, or managing for organizational goals or economic gain. They like to lead and tend to be assertive and enthusiastic.

Conventional: Organizers - People who pay attention to detail and like to work with data, have clerical ability, and follow through on others' instructions. They have good organizational and numerical abilities. Conventional people also like working in structured situations.

Now it's time to link your results with the occupational information in the Career Planning Table within *Job Notes 2003*.

Remember — an assessment isn't the final word! It's only one way to start thinking about careers. And this interest assessment is only one type available. Other assessments measure different aspects of your personality.

This assessment is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Different peoples' personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your Holland Code.

*For example, with a code of RES you would most resemble the **Realistic** type, somewhat but less resemble the **Enterprising** type, and somewhat but even less resemble the **Social** type. The types that are not in your code are the types you resemble least of all. Most people, and most jobs, are some combination of two or three of the Holland interest areas.*

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Realistic "Doers"	Investigative "Thinkers"	Artistic "Creators"	Social "Helpers"	Enterprising "Persuaders"	Conventional "Organizers"
<p>Are you:</p> <ul style="list-style-type: none"> practical frank a nature lover curious concrete self-controlled ambitious persistent athletic mechanical thrifty stable reserved independent systematic <p>Can you:</p> <ul style="list-style-type: none"> fix electrical things solve electrical problems pitch a tent play a sport read a blueprint plant a garden operate tools and machinery <p>Do you like to:</p> <ul style="list-style-type: none"> tinker with machines and cars work outdoors be physically active use your hands build things care for or train animals work on electronic equipment 	<p>Are you:</p> <ul style="list-style-type: none"> inquisitive scientific precise cautious self-confident reserved independent analytical observant scholarly curious introspective broad-minded logical <p>Can you:</p> <ul style="list-style-type: none"> think abstractly solve math problems understand scientific theories do complex calculations use a microscope program computers interpret formulas <p>Do you like to:</p> <ul style="list-style-type: none"> explore a variety of ideas use computers work independently perform lab experiments read scientific or technical journals analyze data deal with abstractions do research be challenged 	<p>Are you:</p> <ul style="list-style-type: none"> creative imaginative unconventional independent original impulsive courageous complicated nonconforming intuitive innovative emotional expressive introspective sensitive open idealistic <p>Can you:</p> <ul style="list-style-type: none"> sketch, draw, or paint play a musical instrument write stories, poetry, or music sing, act, or dance design fashions or interiors <p>Do you like to:</p> <ul style="list-style-type: none"> attend concerts, theaters, or art exhibits read fiction, plays, or poetry work on crafts take photographs be creative deal with ambiguous ideas 	<p>Are you:</p> <ul style="list-style-type: none"> friendly idealistic outgoing cooperative responsible kind persuasive patient helpful insightful understanding generous forgiving empathetic <p>Can you:</p> <ul style="list-style-type: none"> teach or train others express yourself clearly lead a group discussion mediate disputes plan and supervise an activity cooperate well with others <p>Do you like to:</p> <ul style="list-style-type: none"> work in groups help people with problems participate in meetings do volunteer work work with younger people play team sports serve others 	<p>Are you:</p> <ul style="list-style-type: none"> self-confident social enthusiastic adventurous impulsive inquisitive talkative spontaneous assertive persuasive energetic popular ambitious agreeable extroverted optimistic <p>Can you:</p> <ul style="list-style-type: none"> initiate projects convince people to do things your way sell things or promote ideas give talks or speeches lead a group persuade others <p>Do you like to:</p> <ul style="list-style-type: none"> make decisions affecting others be the best at sales or leadership start your own service or business campaign for elected office meet important people have power or status 	<p>Are you:</p> <ul style="list-style-type: none"> well-organized numerically-inclined methodical efficient orderly thrifty structured ambitious persistent accurate conscientious conforming practical systematic polite obedient <p>Can you:</p> <ul style="list-style-type: none"> work well within a system do a lot of paperwork in a short time keep accurate records use a computer write effective business letters <p>Do you like to:</p> <ul style="list-style-type: none"> work with numbers use a keyboard be responsible for details collect or organize things follow clearly defined procedures use data processing equipment